

**IMPACT OF SPIRITUAL LEADERSHIP ON WORK
ENGAGEMENT IN FINANCE COMPANIES IN COLOMBO
DISTRICT**

By



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ABSTRACT

The study targets the impact of spiritual leadership that is, its vision, hope/faith, and altruistic love on work engagement among employees working in finance companies in the Colombo District of Sri Lanka. As workplace demands increase and pressure on performance intensifies in the financial companies, enhancing employee engagement has become a priority concern. Spiritual leadership, focused on intrinsic motivation, meaning, and value-driven work culture, is a probable source of work engagement, which consists character of vigor, dedication, and absorption.

Quantitative approach to research design was utilized, and data were collected through structured questionnaires completed by 342 workers randomly drawn from five financial institutions using Krejcie and Morgan's sample size determination method. Descriptive statistics, correlation, and multiple regression statistical measures were applied to analyze the nature and strength of the relationship among the dimensions of leadership and work engagement.

The research demonstrates that the three dimensions of spiritual leadership each positively and significantly impact employee engagement. The vision is communicated by leaders, creating confidence through hope and faith, and demonstrating care and compassion are found to lead to higher enthusiasm and commitment of employees. These findings have instructional implications for leadership development programs that aim to enhance employee participation in high-stress service organizations. The study makes a valuable contribution to the limited empirical research on spiritual leadership in the financial sector, and the study supports its potential application in varied organizational settings. The research points towards the integration of spiritual leadership practices in organizational development plans in order to create a more resilient and engaged workforce in Sri Lanka's finance companies.

Keywords: *Spiritual Leadership, Vision, Hope/ Faith, Altruistic Love, Work Engagement*

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